

The Manager's Pocket Guide to

generation



Bruce Tulgan

The Managers Pocket Guide To Generation

A Loxley

The Managers Pocket Guide To Generation:

The Manager's Pocket Guide to Generation X Bruce Tulgan,1997 This book explains in simple terms what makes Generation X employees different and how to put their unique skills and characteristics to work on behalf of your organization An essential resource for managers to recruit train motivate and retain young employees

The Manager's Pocket Guide to Leadership Skills Peter B. Stark,Jane S. Flaherty,1999 This practical guide for supervisors and managers discusses contemporary leadership responsibilities and goes on to specifically describe the steps and skills needed to successfully apply 14 leadership competencies including Leading organization change managing time coaching creating a motivativing environment and more

The Manager's Pocket Guide to Recruiting the Workforce of the Future Bruce Tulgan,2000 Annotation This book is designed for managers who need to meet demanding staffing needs right now or on a continuous basis The best practices outlined in this pocket guide are presented as keys and processes supplemented by worksheets and checklists intended to give your organization the advantage when it comes time to quickly and effectively bring in the talent you need

The Manager's Pocket Guide to Training Shawn Doyle,2006 Quickly acquire the know how to implement training and get results ManagerOCOs Pocket Guide to Training By Shawn Doyle Learn everything you need to know as a leader about training OCo and how to use it to get results If youOCOre not satisfied with current levels of performance and want to turn training into a major contributor to the bottom line this pocket size guide will be invaluable A simple and quick read the book contains seven chapters that cover The benefits of training to the organization and its customers What is training and when is it needed Training basics OCo learning styles timing the importance of fun Types of training OCo classroom e learning self study and more Source of training delivery OCo HR department outside consultants training vendors Working with the training team The future of training and how to keep up Author Shawn Doyle who has been involved in training and development for the past 19 years has had the opportunity to observe leadership in all kinds of organizations He distills the essential knowledge busy leaders need to get the full benefit of training including how to Increase retention and decrease recruitment and hiring costs Improve the morale of employees Save money by eliminating errors Drive productivity Make hiring easier Save time by reducing confusion and redundancy Increase employeesOCO confidence Prepare employees to better represent your company

The Manager's Pocket Guide to Social Media Jason DeBoer-Moran Mba,Richard Brynteson,Carol Zacher Rinkoff Ph. D.,Jason DeBoer-Moran,Carol Zacher Rinkoff,Richard Brynteson Ph. D.,2014-06-07 The Manager s Pocket Guide to Social Media offers managers a solid look at the world of social media spelled out in clear and simple English If you want to get started with social media and look at ways it can be used to improve internal and external communication sell products and services and boost your productivity and effectiveness as a manager this pocket guide is for you

The Manager's Pocket Guide to Spiritual Leadership Richard Bellingham,Julie Meek,2001 This guide teaches all managers how to find the inspirational elements in their own work and the work their

employees do An innovative managerial prescription for combating the cynicism that reigns in today s organizations at all levels **The Manager's Pocket Guide to Motivating Employees** Shawn Doyle,2005 This practical guide concisely outlines the steps to creating and maintaining a fun energized and highly motivating work environment where employees want to work and stay Motivation techniques are made simple and direct in this focused guide for managers and leaders

Just in Time Leadership Bruce Tulgan,2000 This book is a blueprint for managing organizations with fewer long term full time employees by drawing on growing and fluid talent pools as needed to respond to project needs and demand cycles Gives managers a running start towards creating tomorrow s workplace *The Moulder's and Founder's Pocket Guide*

Frederick Overman,1874 **The Boss's Survival Guide** Bob Rosner,Allan Halcrow,Alan S. Levins,2001 Provides hands on real world advice on how to hire motivate and keep today s higher educated less loyal employee

A Practical Guide to Managing the Multigenerational Workforce Judith Lower,2006 Bridge the generation communication gap It s hard to believe Almost three decades can separate your youngest staff members from the oldest While the 20 something Generation Y nurses are concerning themselves with flexible scheduling and paid time off their over 60 Traditional counterparts are light years away worrying about pension plans and professional recognition In between you have to contend with Generation X staffers and Baby Boomers who are clamoring for an entirely different set of needs and priorities Whatever you call them Generation Y or Millennials Traditionals or Silents Generation X Baby Boomers managing your multigenerational staff can add up to a very gnarly problem Don t let generation gaps lead to miscommunication and staff conflict In order to manage a multigenerational workforce successfully the nurse manager has to take into consideration each generation s unique priorities motivators skills communication styles and experiences That s a tall order for any manager but especially in today s stressful hospital environment Until now help has been hard to find Judith Ski Lower RN CCRN CNRN MSN a well known and highly respected nursing expert addresses the problem head on in her new book *A Practical Guide to Managing the Multigenerational Workforce Skills for Nurse Managers* Drawing on her many years of experience successfully managing across the generation gap Lower s helpful new book will show you how to Identify generational differences Identify the main characteristics and formative years of the Traditional Generation The Silents Baby Boomers Generation X and Generation Y so you can understand their reactions and what motivates them Recognize educational styles that work for each generation Online Classroom Self paced Hands on Discover different educational methods that appeal to multiple generations Identify and provide the feedback each generation wants and needs Silent Generation nurses may have little interest in annual performance reviews while Generation X nurses want feedback instantaneously Understand how to provide personal feedback and effective performance reviews Illustrate improved scheduling by understanding generational needs Silent Generation nurses may prefer a consistent schedule Generation Y nurses may require flexibility to meet the needs of their young families Understanding your staff s needs will help you create schedules that work for all Formulate retention

strategies that work for every generation Generation X nurses may respond best to promotions or pay increases Baby Boomer nurses may be motivated by recognition and service awards Learn what feedback works best for each member of your staff Develop policies to embrace differences to manage more effectively Gain a better understanding of each generation's motivators and learning styles along with proven strategies to facilitate communication and encourage respect Who should read this book Nurse managers directors of nursing chief nursing officers VPs of nursing nursing home administrators HR directors staff educators and RNs Table of contents Chapter 1 The Silent Generation Chapter 2 The Baby Boomers Chapter 3 Generation X Chapter 4 Generation Y Chapter 5 Schedules Chapter 6 Balancing work and life Chapter 7 Learning Chapter 8 Participation and involvement Chapter 9 Performance reviews feedback and promotions Chapter 10 Working together Chapter 11 Retention and Recognition Chapter 12 What will the future look like Learning Objectives List the names of the four generations currently in the workforce Identify key events that shaped the Silent Generation's formative years Evaluate how social and family circumstances affected the Silent Generation's characteristics Describe key events that shaped the Baby Boomer's formative years Evaluate the impact that social and family circumstances had on Baby Boomers Identify key events that shaped Generation X's formative years Discuss how social and family circumstances affected Generation X's characteristics Identify key events that shaped Generation Y's formative years Explain how social and family circumstances affected Generation Y's characteristics Discuss why disagreements between the generations may arise over scheduling Determine strategies for planning schedules that meet the needs of all generations Discuss what different generations want in terms of work life balance Identify holiday and vacation options that meet the needs of all generations Recognize the different learning styles of each generation Identify orientation strategies that can help Generation Y nurses become successful Explain why Silent and Baby Boomer generation nurses are often the only ones to sign up for committees Discuss how managers can encourage all generations to become involved in committees task forces and meetings Describe strategies for ensuring that performance appraisals meet the needs of all generations Develop strategies for the provision of ongoing feedback Examine the barriers that prevent effective multigenerational communication Discuss strategies a manager may use to encourage social interaction and team work Identify programs for helping older nurses remain in the workforce Develop programs for helping Generation Y achieve work life balance Discuss strategies for enhancing the workplace of the future

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